

Spring BEDS Training

Host: Marlene Dorenkamp or Mike Baethke

Division of Communication & Information Services

Iowa Department of Education



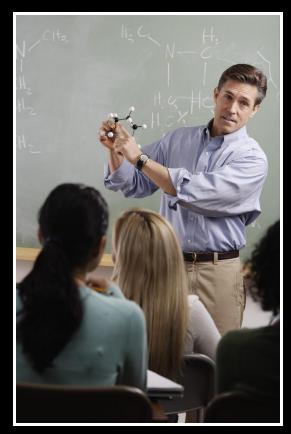
Opening May 06, 2013



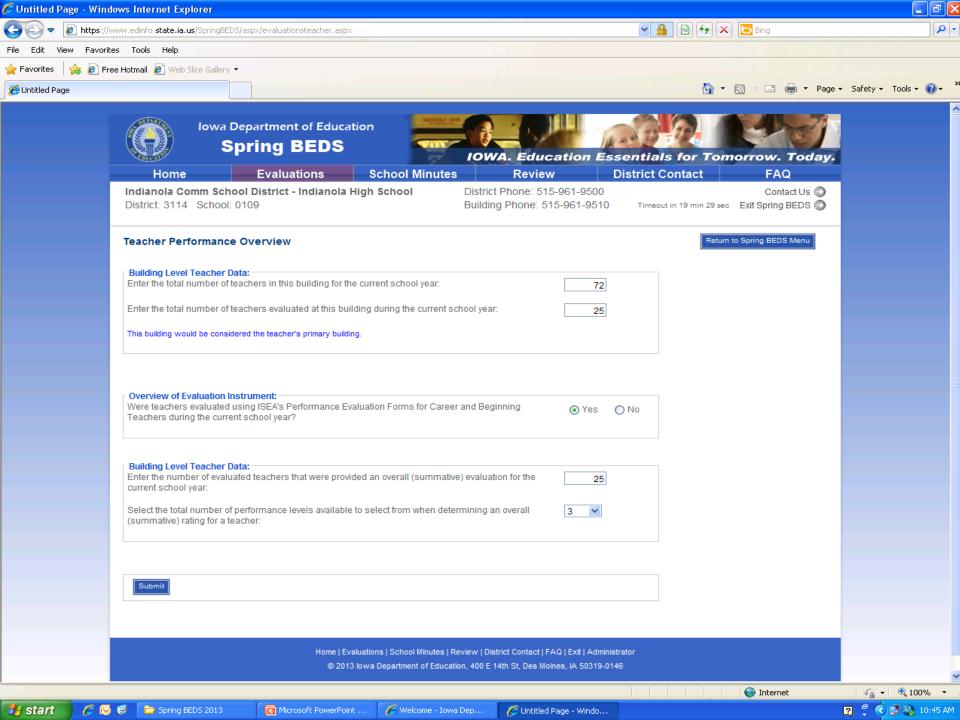
Reporting Teacher Evaluation Data











Teacher Performance Overview

Explanation goes here.

Return to Spring BEDS Menu

Teacher Performance Overview

Building Level Teacher Data:

Enter the total number of teachers in this building for the current school year:

30

Enter the number of teachers assigned to this building.

This building would be considered the teacher's primary building.



Count teachers only once, typically at their primary building.

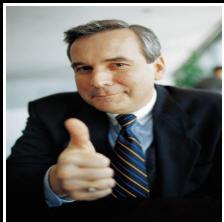


Teacher Performance Overview

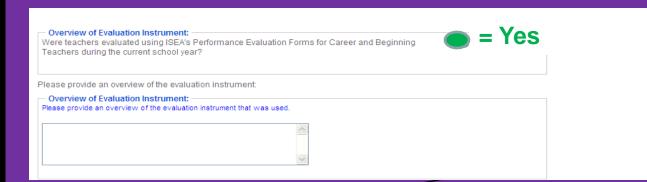
Explanation goes here.	Return to Spring BEDS Menu
Teacher Performance Overview	
Building Level Teacher Data: Enter the total number of teachers in this building for the current school year: 30	
Enter the total number of teachers evaluated at this building during the current school year:	

Enter the total number of teachers assigned to this building who were given a performance evaluation during the current school year.





Overview of Evaluation Instrument



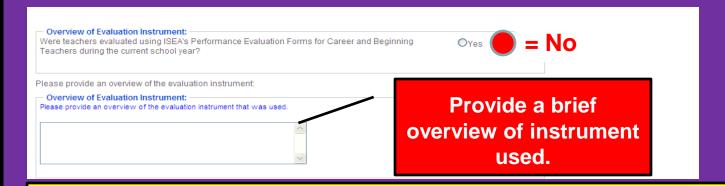
Were teachers evaluated using the ISEA's Performance Evaluation Forms for Beginning and Career Teachers?



If "yes,"
select
and move
on!



Overview of Evaluation Instrument



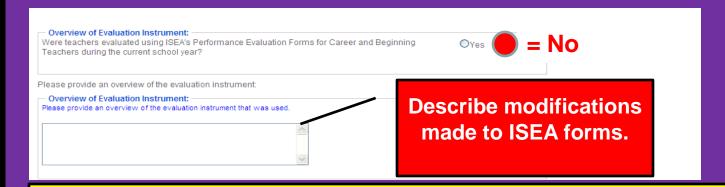
Were teachers evaluated using the ISEA's Performance Evaluation Forms for Beginning and Career Teachers?



If "no"
select
and
provide
overview.



Overview of Evaluation Instrument



If ISEA's Performance Evaluation Forms for Beginning and Career Teachers were used in a modified version, select no and describe the modifications.



Select "no" and describe.



Building Level Teacher Data:

Enter the number of evaluated teachers that were provided an overall (summative) evaluation for the current school year:

10

Enter the number of evaluated teachers that were provided and overall (summative) evaluation.



How many teachers received a summative evaluation?



Beginning Teacher



Evaluation



Comprehensive Evaluation Summative Form

	. ((Iowa Department of Education)			
Teacher:		Folder #:			
Evaluator:		Folder#:			
School Name:		·			
Grade Level;	Subjects:		Year: I	2	3

Directions:

In the narrative under each standard, the evaluator should incorporate and address each criterion:

I. DEMONSTRATES ABILITY TO ENHANCE ACADEMIC PERFORMANCE AND SUPPORT FOR AND IMPLEMENTATION OF THE SCHOOL DISTRICT'S STUDENT ACHIEVEMENT GOALS.

The teacher:

- a. Provides evidence of student learning to students, families, and staff.
- b. Implements strategies supporting student, building, and district goals.
- c. Uses student performance data as a guide for decision making.
- d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
- e. Creates an environment of mutual respect, rapport, and fairness.
- f. Participates in and contributes to a school culture that focuses on improved student learning.
- g. Communicates with students, families, colleagues, and communities effectively and accurately.

Evidence to support attainment of or failure to meet standard:	Circle one:
96.36	Meets Standard
mprehensive Summative	Does Not Meet Standard
neh sun Pas	
compon first	
allian.	
Evaluation	
	- A - A - A - A - A - A - A - A - A - A

☐ Additional documentation/artifacts applicable to this standard are attached as Appendix A-I.2.

Performance Review

Beginning Teacher

First or Second Year

ISEA Model

Overall (Summative Evaluation)

8. FULFILLS PROFESSIONAL RESPONSIBILITIES ESTABLISHED BY THE SCHOOL DISTRICT.

- a. Adheres to board policies, district procedures, and contractual obligations.
- b. Demonstrates professional and ethical conduct as defined by state law and individual district policy.
- c. Contributes to efforts to achieve district and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

	standard: Circle one:
	Meets Standard
Compression Compre	Does Not Meet Standard Does Not Meet Standard
E. 60	
	first year Beginning Teacher.
□ Additional documentation/artifacts applicable to th □ The teacher is a first year Beginning Teacher. □ The teacher meets or exceeds all eight Iowa Teachinicense. □ The teacher fails to meet the Iowa Teaching Standa	first year Beginning Teacher. In the teacher is a first year grant with the second of
☐ Additional documentation/artifacts applicable to th ☐ The teacher is a first year Beginning Teacher. ☐ The teacher meets or exceeds all eight Iowa Teachinicense. ☐ The teacher fails to meet the Iowa Teaching Standa ☐ The teacher is being recommended for a third year	first year Beginning Teacher. In the teacher is a first year grant of the second of t
□ Additional documentation/artifacts applicable to th □ The teacher is a first year Beginning Teacher. □ The teacher meets or exceeds all eight Iowa Teachinicense. □ The teacher fails to meet the Iowa Teaching Standa □ The teacher is being recommended for a third year Evaluator's Signature: □ , 20	first year Beginning Teacher. In a standard and is recommended for a standard ards. In the teacher is a first year beginning Teacher. Date:

Performance Review

Beginning Teacher
First or Second Year

ISEA Model

Overall (Summative Evaluation)

^{*}The district must contact the Board of Educational Examiners to extend the provisional license for a third year. There will be a form provided by the Board of Educational Examiners for the evaluator to use to communicate the decision made on each 2nd year teacher. This form will be available in the spring

Evaluator's Comments:

Teacher and Evaluator Signatures due prior to May 12th

Teacher's Comments:	Teacher is a first year Beginning Teacher.
Plan for Professional Growth:	Established Son Service Established Services
The teacher is a first year Begin The teacher meets or exceeds a The teacher fails to meet the Io	Question: Was the first year beginning teacher
The teacher rans to meet the fo	provided a
The teacher is being recommer	summative rating?
Evaluator's Signature	
Evaluation Period	to
Teacher's Signature	Date

Performance Review

Beginning Teacher
First or Second Year

Example # 1

Overall (Summative Evaluation)

Evaluated – Not Rated

student achievement goals.	
Evaluator's comments/response to support attainment of or failure to standard:	meet
Check one: [] Meets standard [] In Progress [] Does not meet standard	
Standard 8. Fulfills professional responsibilities established by the s district. The teacher:	chool
a. Adheres to board policies, district procedures, and contractual obligations	П
 Demonstrates professional and ethical conduct as defined be state law and individual district policy. 	Ö
c. Contributes to efforts to achieve district and building goals.	
d. Demonstrates an understanding of and respect for all learners and staff.	
 Collaborates with students, families, colleages, and communities to enhance student learning. 	0
Evaluator's comments/response to support attainment of or failure to standard: Check one: [] Meets standard [] In Progress [] Does not meet standard	meet
Teacher's Signature Date	

Question:

Does this form provide beginning teachers a summative rating?

Performance Review

Beginning Teacher

First or Second Year

Example # 2

Overall

(Summative Evaluation)

Evaluated - Rated ???

Evaluator's Comments:

Teacher's Comments: Plan for Professional Gowth:	Teacher meets or exceeds all eight lowa Teaching Standards.
The teacher is a first year Beginning Teach The teacher meets or exceeds all 8 Iowa Te	ner. eaching Standards and is recommended for a standard license.
The teacher fails to meet the Iowa Teachin The teacher is being recommended for a 3'	g Standards. rd year of extended probationary evaluation.
Evaluator's Signature	Date
Evaluation Period	to
Teacher's Signature 8/09 – YELLOW 1* Year – Provide evidence for at least ½ of the 8 (minimum of 21 criteria) 2**Wear – Completed evidence for all 8 IA Teaching Standards by March.	Date DIA Teaching Standards by March 31* 31* 3* Year Extended ~ Provide evidence for all 8 IA Teaching Standards by March 31*

Performance Review

Beginning Teacher

First or Second Year

Example # 3

Overall

(Summative Evaluation)

Evaluated – Rated

Evaluator's Comments:

Teacher's Comments: Plan for Professional Growth:	Teacher fails to meet the lowa Teaching Standards.
The leacher is a first year Beginning Teach	ner. eaching Standards and is recommended for a standard license.
The teacher fails to meet the Iowa Teachin	ng Standards.
The teacher is being recommended for a 3 ³	rd year of extended probationary evaluation.
Evaluator's Signature	Date
Evaluation Period	to
Teacher's Signature 8/09 – YELLOW 1 st Year – Provide evidence for at least ½ of the 8 (minimum of 21 criteria, 2 st Year – Completed evidence for all 8 IA Teaching Standards by March.	Date Date 1A Teaching Standards by March 31 st 31 st 3 st Year Extended ~ Provide evidence for all 8 IA Teaching Standards by March 31 st

Performance Review

Beginning Teacher

First or Second Year

Example # 3

Overall

(Summative Evaluation)

Evaluated – Rated

Evaluator's Comments:

Teacher's Comments: Plan for Professional Growth:	Teacher is being recommended for a third year before a license decision is made.
The teather is a first year Beginning Teach	
The feacher meets or exceeds all 8 Iowa T	eaching Standards and is recommended for a standard license. ng Standards.
The teacher is being recommended for a 3	rd year of extended probationary evaluation.
Evaluator's Signature	Date
Evaluation Period	to
Teacher's Signature	Date
1st Year ~ Provide evidence for at least 1/2 of the 8 (minimum of 21 criteria	a) IA Teaching Standards by March 31 st 31 st 3 st Year Extended ~ Provide evidence for all 8 IA Teaching Standards by March 31 st

Performance Review

Beginning Teacher

First or Second Year

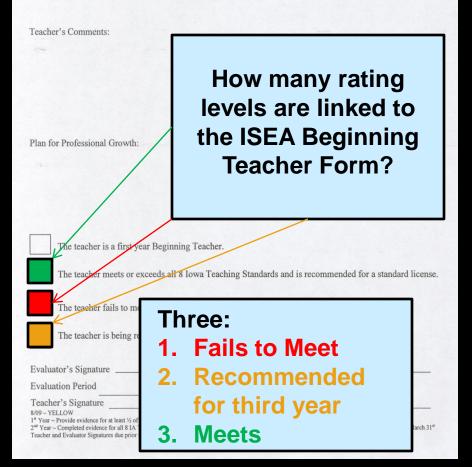
Example # 3

Overall

(Summative Evaluation)

Evaluated – Rated

Evaluator's Comments:



Performance Review

Beginning Teacher

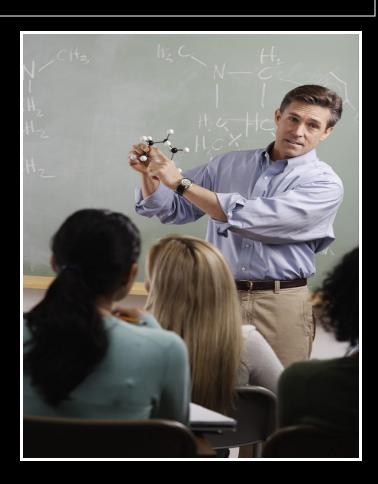
First or Second Year

Overall
(Summative Evaluation)

Evaluated – Rated

??? Performance Levels

Career Teacher



Evaluation





Career Performance Review

Feacher: School	
Evaluator:	Date
Date of Pre-Conference :	···
Date of Observation:	
Date of Post-Conference:	- -
Staff member's overall performance:	
Staff member is meeting the expectations of the Standards	Iowa Teaching Yes
	No No not met and identify the
Standards If "no" is marked, state which standard(s) is (are	No No not met and identify the
Standards If "no" is marked, state which standard(s) is (are	No No not met and identify the
Standards If "no" is marked, state which standard(s) is (are information and evidence used to make the decision of the standard of the decision of the standard of the standa	No not met and identify the

Staff member is meeting the expectations of the lowa Teaching Standards.

ISEA Great Fidures

they have received a copy

Career Performance Review

Career Teacher

ISEA Model

Overall (Summative Evaluation)



Career Performance Review

Teacher:	School:
Evaluator:	Date
Date of Pre-Conference :	
Date of Observation:	
Date of Post-Conference:	·
Staff member's overall performance:	
Staff member is meeting the expectations Standards	s of the Iowa Teaching Yes
If "no" is marked, state which standard(s information and evidence used to make ti	
Evaluator Signature	Date
Teacher Signature	Date

Staff member is not meeting the expectations of the lowa Teaching Standards.

ISEA Great Fidera

Career Performance Review

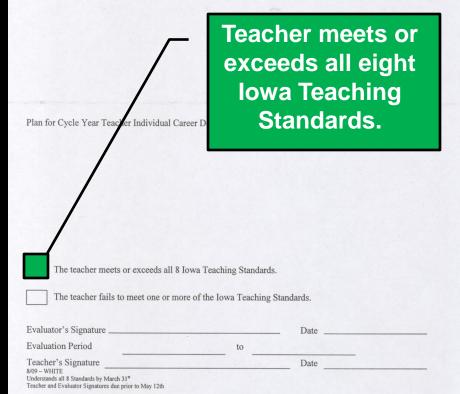
Career Teacher

ISEA Model

Overall (Summative Evaluation)

CAREER PERFORMANCE REVIEW

Evaluator's Comments:



Performance Review

Career Teacher

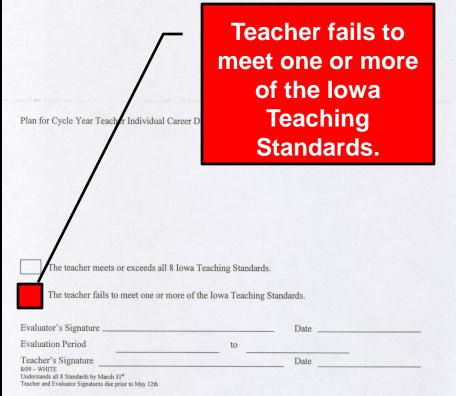
Example # 1

Overall (Summative Evaluation)

Evaluated – Rated

CAREER PERFORMANCE REVIEW

Evaluator's Comments:



Performance Review

Career Teacher

Example # 1

Overall (Summative Evaluation)

Evaluated – Rated

Administrator Determination:

Tier 1:

- ___This teacher is a first year Beginning Teacher (No final evaluations).
- ___This teacher is a second year teacher and meets all Iowa Teaching Standards. License recommended.
- ___This teacher is being recommended for a third year before a license decision is made.*
- ___This teacher is not recommended for licensure.

Tier 2:

This career level teacher meets all Iowa teaching Standards and district standards.

This career level teacher does not meet Iowa Teaching standards or district standards and

recommended for Tier 3.

Distance 5 53

Date

Evaluation Period

Teacher's Signatu

*The district must contact the Board of Educational Examiners form provided by the Board of Educational Examiners for teacher. This form will be available in the spring of 2003

Teacher meets or exceeds all eight lowa Teaching Standards.

Teacher fails to meet one or more of the lowa Teaching Standards.

Performance Review

Career Teacher

Example # 2

Overall (Summative Evaluation)

Evaluated – Rated

Teacher Reflection and Comments: Performance Review ☐ The teacher meets the Iowa Teaching Standards. ☐ The teacher is progressing toward meeting the Iowa Teaching Standards. The teacher does not meet the Iowa Teaching Standards. " is marked, state which standard(s) is (are) not met and identify the information and evidence used to make the decision. Teacher's Signature The teacher does not meet the lowa Evaluator's Signature

The teacher acknowledges review of this Iowa Teaching Standards Review with

respond within 10 days after receiving a copy of this form. The teacher and eva

Teaching

Standards.

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Teacher Reflection and Comments:	
Evaluator Comments:	
Performance Review	
☐ The teacher meets the Iowa Teaching Standards.	
The teacher is progressing toward meeting the Iowa Teaching Standards.	
☐ The teacher does not meet the Iowa Teaching Standards.	
If "no" is marked, state which standard(s) is (are) not met and identify the information and evidence used to make the decision.	

Evaluator's Signature

progressing

the teacher addrowledges review of this Iowa Teaching Standards Review with towards meeting respond within 10 days after receiving a copy of this form. The teacher and evaluation that the lowards meeting the lowards reaching and the lowards reaching the lowards reach

The teacher is

Standards.

Teacher's Signature

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Υ

If "no" is marked, state which standard(s) is (are) not met and identify the information and evidence used to make the decision.

he teacher meets the Iowa Teaching Standards.

Teacher's Signature

Evaluator's Signature

ner is progressing toward meeting the Iowa Teaching Standards.

Her takes not meet the Iowa Teaching Standards.

The teacher acknowledges review of this Iowa Teaching Standards Review with

respond within 10 days after receiving a copy of this form. The teacher and eva

The teacher meets the lowa Teaching Standards.

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated



Individual Career Development Plan

eacher Name				
•	Building Date			
Names of Other Teachers Involved:				
General Focus of the Plan:				
Specific Goal(s)(Written in a manner that allows for progress to be noted.):				
Rationale for the Plan: What student learning concerns will this plan address and what data is used for analyzing the goals and progress: How does this plan relate to building and/or district student achievement goals and district career development goals?				
			How will the strategies and activities in t goal?	his plan lead toward accomplishment of the
goar:				
Mi				
Check the Iowa Teaching Standards that 1. Enhance Student Achievement	5. Monitoring Student Learning			
2. Content Knowledge				
Content Knowledge Repair of the second sec	Monitoring Student Learning Classroom Management 7. Professional Growth			
2. Content Knowledge 3. Planning and Preparation 4. Instructional Strategies	6. Classroom Management			
Planning and Preparation	6. Classroom Management 7. Professional Growth			
Planning and Preparation Instructional Strategies	6. Classroom Management 7. Professional Growth			
Nanning and Preparation Instructional Strategies	6. Classroom Management 7. Professional Growth			
Nanning and Preparation Instructional Strategies	6. Classroom Management 7. Professional Growth			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline:	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline:	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline:	Classroom Management Professional Growth Professional Responsibilities			
Planning and Preparation	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline:	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan	Classroom Management Professional Growth Professional Responsibilities			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan Expected Learning from the Plan:	6. Classroom Management 7. Professional Growth 8. Professional Responsibilities n:			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan Expected Learning from the Plan:	6. Classroom Management 7. Professional Growth 8. Professional Responsibilities n:			
3. Planning and Preparation 4. Instructional Strategies Action Plan With Timeline: Resources Needed to Implement the Plan	6. Classroom Management 7. Professional Growth 8. Professional Responsibilities n:			

Performance Review

Individual Career Development Plan

Building Level Teacher Data:	
Select the total number of performance levels available to select from when determining an overall (summative) rating for a teacher:	2
(Summauve) rading for a teacher.	2
	4 5
	6
	Submit
	Submit

Identify the number of performance levels available to select from when determining an overall (summative) rating for a teacher.

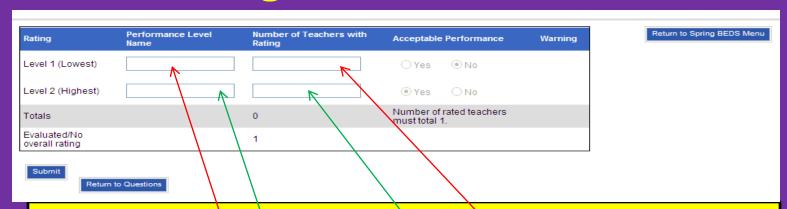


Example of Two Levels:

- 1. Does not meet
- 2. Meets

Example of Three Levels:

- 1. Does not meet
- 2. Progressing
- 3. Meets



Identify the performance level by name starting with the lowest level.

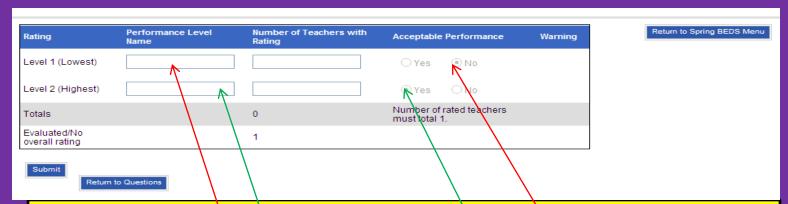


Example of Two Levels:

- 1. Does not meet
- 2. Meets

Identify the Number of Teachers at each level.

Does not meet = 2 Meets = 8



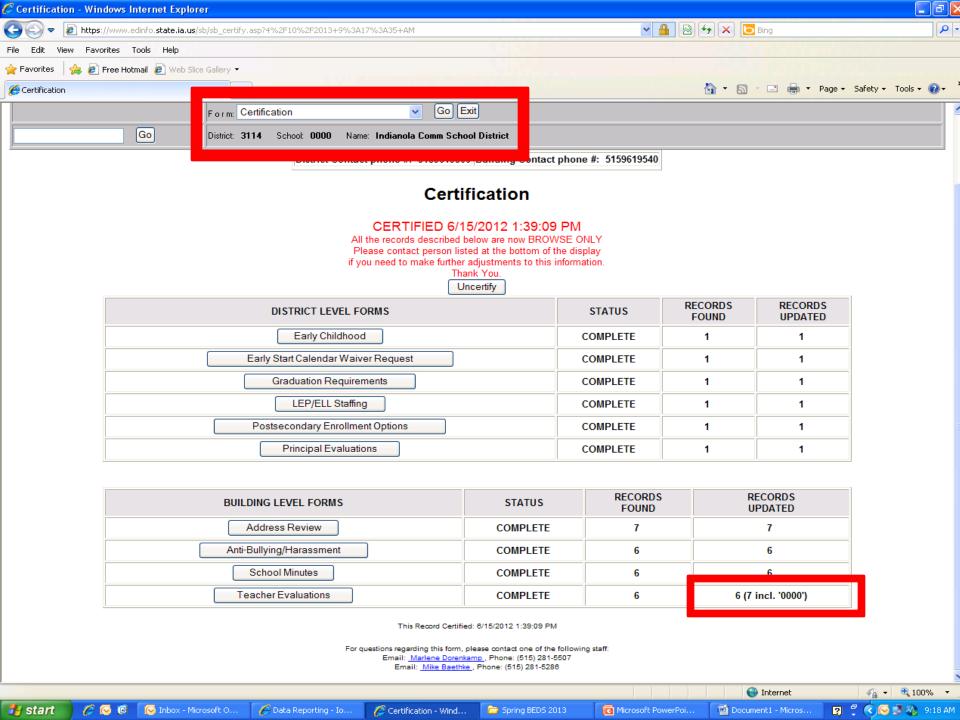
Acknowledge whether each level is either acceptable or unacceptable based on district expectations.



Example of Two Levels:

- 1. Does not meet
- 2. Meets

Acknowledgement Yes or No





Certify By June 14, 2013







Contact Information

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Contact Information

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Spring BEDS Training

THANK YOU

Division of Communication & Information Services

Iowa Department of Education